UWM Chancellor’s Advisory Committee for LGBT+ Advocacy  
Thursday, April 7, 2016, 9:00 a.m. – 10:30 a.m.  
Chapman Hall Regents Room  
Meeting Minutes

Meeting called by: Co-chairs Jeff Guenther and Jen Murray  
Type of meeting: General meeting of the 2015-16 academic year

I. Call Meeting to Order (Co-chairs)  
The meeting was called to order at 9:06 a.m.

II. Introductions (Name, Department, Pronouns-in-use)  
Members in attendance: Jerry Becker, Paula Rhyner, Jeff Guenther, Carl Bogner, Katie Rose, Jen Murray, Romila Singh, Nelida Cortes, Belinda Ricco, Karen Wolfert, Sarah Terry, Michael Laliberte, Angela McManaman, and Elijah Walker  
Guests in attendance: Jennifer Herzog, Mike Sportiello, Rachel Leih, and Kenzie Huckabay

III. Automatic Consent  
A. Adoption of agenda  
The agenda was adopted at 9:09 a.m.

B. Approval of March 2016 meeting minutes  
The March 2016 meeting minutes were approved at 9:09 a.m.

IV. New Business  
(Please note that a motion was introduced and approved to move the review of the locker room draft policy down the agenda until 9:30 a.m. when Jennifer from Legal could join our meeting for discussion).

A. Gender Affirming Therapist webinar (Jen)  
1. The upcoming webinar, The Gender Affirming Therapist: What You Need to Meet the Needs of Trans College Students, will be shown on April 19th, 2016 at 12pm-1:30pm (Central time) in Lubar N110. The webinar provides professionals with basic concepts, terminology, common presenting concerns, and helpful tips for therapists who are working with trans-identified students.

2. Individuals who cannot attend the webinar will be able to view an archived version at  
http://www.acha.org/ACHA/Programs_and_Services/CE_Activities/Meting_the_Needs_of_Trans_College_Students.aspx

B. LGBT+ scholarships for the 2016-2017 academic year (Jen/Jeff)  
1. Ross-Leonard Scholarship and the UWM Alumni Association LGBT+ Chapter Scholarship: These scholarships are for UWM students who have demonstrated commitment to supporting LGBT+ identified individuals through advocacy, volunteerism, community service, or pursuit of academic study that promotes awareness of LGBT+ topics. Each scholarship provides funding of $1000 to one student per year ($500 for the fall semester and $500 for the spring semester).
2. Currently, the scholarship deadlines are April 15th, but the deadlines will likely be extended.

3. Scholarship application details are posted on the LGBT Resource Center website site. [http://uwm.edu/lgbtrc/resources/scholarships/](http://uwm.edu/lgbtrc/resources/scholarships/)

C. Nominations for May 2016 co-chair election (Jeff/Jen)
   1. The co-chair position currently held by Jeff Guenther ends this May. Michael moved that nominations for the position to open as of today and to remain open until next month’s committee meeting. The motion was seconded and approved. Michael volunteered to receive nomination submissions.

   2. Jen nominated Jeff to serve as co-chair. Jeff accepted the nomination.

   3. If committee members would like to submit self-nominations or nominations for fellow members, additional nominations should be sent to Michael Laliberte.

D. Lavender Graduation award nominations (uwm.edu/lavgrad)
   1. The following five awards will be given at Lavender Graduation:
      a. Eldon Murray Legacy Award: A true pioneer in the national gay rights movement, Eldon Murray helped start the Gay People’s Union, the Milwaukee AIDS Project which became the AIDS Resource Center of Wisconsin, and Senior Action for a Gay Environment (SAGE) Milwaukee. This award is presented to a graduate who has taken initiative toward a vision of creating positive change, promoting awareness, and building community for/of LGBTQIA* people at UW-Milwaukee. *LGBTQIA: lesbian, gay, bisexual, transgender, queer, intersex, & allied.
      b. Interactive Student Award: This award is presented to a student who has demonstrated tremendous effort to serve the LGBTQIA community through building coalitions with members of diverse communities to end all forms of oppression.
      c. Cheryl Kader Distinguished Service Award: This award is presented to a member of the campus community who makes significant, sustained contributions to campus and broader LGBTQIA communities; work done on committees and professional positions may be considered for this award. All students are eligible, deference is given to graduates.
      d. LGBT+ Research Award: Recognizes an outstanding published or unpublished paper written or research conducted while in residence at UWM, research which promotes understanding of topics relevant to LGBTQIA communities. Students nominated for this award will be asked to provide an abstract or brief synopsis of their paper/research/findings.
      e. Dr. Jeff Merrick Leadership Award: Faculty and Staff play a role in educating, rearing, and role-modeling for students at UWM. This award is presented to a member of the faculty or staff at UWM who has shown dedication & support for LGBTQIA people through taking initiative in order to stand up and speak out against issues of homophobia, transphobia, heterosexism, and cissexism.
2. If you would like to nominate someone for an award, you can submit your nomination online via the LGBT Resource Center website. Nomination deadlines are April 18th, but the deadlines may be extended. 
http://uwm.edu/lgbtrc/programs/annual-programs/lavender-graduation/

E. Review draft inclusive locker room policy (Everyone)

1. Inclusive locker room policy draft and University Legal Affairs discussion: Jennifer Herzog from University Legal Affairs was present at our meeting to discuss our committee’s feedback regarding the Klotsche Center draft policy on inclusive use of the locker rooms.
   a. Up until now, the Klotsche Center has not had an inclusive policy. The policy is now being drafted as a result of an incident that occurred within recent months.
   b. Jennifer acknowledged that she did receive detailed feedback on the draft policy submitted by Cary Costello (JD, Harvard Law School), but that she only had a brief opportunity to look it over prior to this meeting.
   c. Jennifer stated that she is open to receiving feedback and is willing to make changes to the draft, where possible.
   d. Jennifer reported that a primary challenge with writing the policy is that the laws involved are unclear. The aim of the policy is to balance trans- and intersex-individuals’ rights to access facilities with privacy, religious, and gender rights. Jennifer mentioned that part of the legal issue is that children are allowed in the locker rooms, and there are concerns from some parents about children being exposed to nude adults of the opposite sex.
   e. Belinda and Angela both shared how they have brought their children into the Klotsche Center locker rooms and how, as parents, they would not have been offended if their children had seen transgender or intersex individuals in the locker rooms.
   f. Mike Sportiello (Student Body President) reminded Jennifer and meeting attendees that student segregated fees help support the Klotsche Center and all students should feel welcome in the locker rooms—including LGBT+ identified students.

2. Klotsche Center physical space limitations: Jennifer H. and Michael disclosed that, because of the physical space limitations, it might not be possible to create a policy that will please everyone in the short-term. The Klotsche Center locker rooms (which were built in the 1970s) include a women’s locker room, a men’s locker room, and a family locker room that has been designated as an inclusive locker room. The family/inclusive locker room does not have access to the swimming pool, and it does not include lockers that can be rented for a semester (so it provides limited access to the Klotsche Center facilities). Also, the women and men’s locker rooms are designed as largely open spaces and do not offer options for privacy for changing clothes or showering. If renovations were to occur, they would automatically become very expensive because upgrades for ADA compliance would also be required. A renovation such as this will require involvement of the State and would likely take 3-5 years to complete given current budget concerns. While a renovation is still the best long-term option, policy implementation and training for
Klotsche Center staff will be needed for the immediate future.

3. Feedback regarding policy details:
   a. Inclusive locker room policy item 1: Both Cary (through email) and Elijah brought up the concern that the term “assigned sex” in item 1 of the draft document was problematic in that it was being used synonymously with legal sex and that it only acknowledges those who fall into the binary (It fails to include individuals who are intersex or have mixed sex characteristics because they are in the process of gender transition). In regards to using PAWS to determine locker room assignment, PAWS only includes legal sex, not gender identity. For faculty and staff relying on the membership agreement form to indicate locker room access preference, the only options included are “male” and “female,” again only offering binary biological sex focused options. Jennifer mentioned that if a locker room user reports feeling uncomfortable sharing locker room facilities with intersex or transgender individuals, the complainant will have to accept the fact that UWM offers inclusive spaces or choose not to use the facilities. If the user however reports feeling harassed (by any person) in the locker rooms, then further investigation will need to take place. Committee members also expressed concern about transgender and intersex individuals having to “out” themselves in order to use the locker room facilities.

   b. Inclusive locker room policy items 3 and 4: Cary (through email), and several committee members mentioned that since the point of having a locker room is to allow people to have a place to change clothes and take showers, it is unreasonable to assume that transgender or intersex individuals (or anyone else) will always be able to prevent exposure of their genitalia in the locker room. Also, the statement is discriminatory because it singles out individuals who are transgender or intersex and fails to recognize that, for varying reasons, gender reassignment surgery is often not an option. This statement is also a concern because it may encourage individuals who are transphobic or intersexphobic to make false allegations of exposure, which would put individuals at increased risk for discrimination and harassment.

   c. Inclusive locker room policy item 5: Cary (through email) and other committee members expressed concern over the fifth point, which states that failure to avoid exposing one’s self in a locker room could result in disciplinary action. This statement could also encourage targeted harassment and punishment of trans-identified and intersex individuals.

   d. Inclusive locker room policy item 6: Cary (through email) and multiple committee members questioned why a statement on harassment was in this document since it is already covered in other UWM policies. (The Klotsche Center does not have its own harassment policy, but UWM does have policies for UWM community members so harassment is already covered. EDS and Dean of Students have the ability to enforce the policies, should harassment occur). Jennifer H. mentioned that the harassment statement was included with the intention of discouraging people from harassing transgender and intersex individuals, but that if the committee agrees that the statement would likely do more harm than good, it can be removed.
4. Next Steps for Inclusive Policy Development:

a. First, Jen and committee members agreed that we need to gather more feedback from individuals including Cary Costello, the UWM Student Association LGBT+ Advocacy Senator, and other faculty, staff, or students who identify as transgender or intersex. Michael pointed out how, due to the complexities involved, it took three months to draft this policy. Furthermore, he stated that he reached out to a variety of organizations, (both at the state and national level) and that those organizations either claim to have more accessible facilities or have avoided even attempting to draft policies because of the challenges involved. Michael (and Cary through email) both mentioned how Title IX lawsuits will likely be what will eventually lead to policy and facility changes.

b. If committee members are aware of organizations that have created policies for inclusive locker rooms, please bring this information forward to the committee.

c. The committee agreed that the harassment language (Item 6) should be removed from the policy as it is more likely to lead to harassment than prevent it (plus harassment is already covered under other UWM policies).

d. The committee also recommended that the term “assigned sex” (Item 1) be changed to “legal sex.”

e. The committee also agreed that we need to determine if items 3, 4, and 5, which address nudity of transgender and intersex individuals and possible punishment, constitute discrimination. Given that UWM markets itself as an LGBT+ friendly institution, it is critical that inclusivity is reflected in our policies and procedures.

f. The committee also discussed—to address the physical environment concern—if hanging curtains in the men’s and women’s locker rooms to provide more privacy would be possible. This may offer an economical, short-term improvement for the facilities.

g. For those who wish to work on the policy draft, weekly ongoing meetings/communications will allow us continue working on the policy. Please let Jen know if you are interested in assisting with the policy during the next month.

h. Once the policy draft is completed, it will be forwarded to the Klotsche Center, the Dean of Students Office, this committee, and the Chancellor for review and approval.

i. Jennifer from University Legal Affairs and committee members agreed that once a policy is written and approved, training will need to be developed and provided for Klotsche Center staff so that they understand the policy and how to implement it.

F. Upcoming Professional Development opportunity: Jen said that she received an email for a teleconference webinar provided by the Association for Title IX Administrators for May 9th, 2016. Please contact Jen for additional details.
G. Thank You to Michael Laliberte for CAC for LGBT+ Advocacy service: A formal announcement has been made that Michael Laliberte has accepted the position as President at State University of New York Delhi and will begin that position this summer. Committee members thanked Michael for his service on the committee and as Vice Chancellor of Student Affairs here at UWM.

V. Old Business (25 Minutes)

A. A motion was introduced to table old business until the May 2016 meeting. The motion was seconded and approved.

B. Updates on 2015-16 projects
   1. IRB gender- and sexuality-inclusive language guidelines (Jen/Cary) tabled until next month
   2. Syllabus language (Paula/Scott) tabled until next month
   3. Ally of the Year Award
   4. Selection committee ideas for future improvement tabled until next month
   5. Selection committee meeting results tabled until next month
   6. Expanding department trainings (Jen/Jeff) tabled until next month
   7. All-gender/inclusive facilities
   8. All-gender restroom discussion (Karen/Cary/Jeff/Jen) tabled until next month

C. Committee charter update discussion (Jen/Jeff/Nelida) tabled until next month

D. Upcoming meeting with Chancellor Mone (Jen/Jeff) tabled until next month

VI. Announcements (10 Minutes)

A. UWM LGBT Resource Center’s Annual Lavender Graduation: May 12, 2016, 7:30 p.m.
   a. Chancellor Mone, Provost Britz, and Vice Chancellor Laliberte will provide celebratory remarks at Lavender graduation.
   b. All members are encouraged to attend the event.
   c. Remember to submit nominations for awards and scholarships.

B. Pride Camp: June 20-26, 2016

C. LGBT+ scholarships: Please help circulate

D. TGIF at Jimmy’s Island Grill & Iguana Bar: This Friday, April 8, 5:00 p.m. – 7:00 p.m.

VII. Outstanding Committee Needs (5 Minutes)

None

VIII. Adjournment (No later than 10:30 a.m.)

The meeting was adjourned at 10:36 a.m.

Next Meeting: Thursday, May 5, 2016, 9:00 a.m.